Tire Industry News

Inside this issue...

Editor: Bob Bignell Issue 1603

ATS Course October 2016

OTDA Winter
Conference
7 Night Carribean Cruise
Sunday January 8, 2017

Next TDAC National Trade Show & Conference Toronto 2018



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President: Mike McClory

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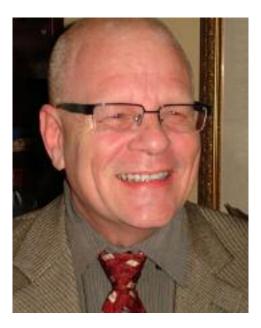
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President's Message



With the heat wave we are having this September it's hard to think of trading our sandals in for boots, but with that comes the anticipated changeover from summer to winter tires. My official OTDA forecast is that we will indeed have a winter this year. Many of our members laced up the golf shoes in June and participated in our annual fundraiser and charity golf classic. Once again we had a sell out with 150 industry peers participating, networking and raising money for the association and charity. This event has raised hundreds of thousands of dollars for charities through our member's generous support. A big shout out to Eric,

organizing the day. A success like this takes a champion. Thanks Eric.

We continue to work on your behalf on the scrap tire front. Now that Bill 151 has passed, we divide our attention between the current program and input on the development of a new one. On many fronts, there are very successful components for us to build on. This will not happen overnight, so we need your sup-Our work here benefits port. everyone in the industry, so take the time today to tell a friend about some of the benefits of becoming a member of OTDA. If you need help with this, give me a call or Bob at our office. It's always good to hear from a member.

Our Winter Conference has record registration, but we welcome more. We are conducting our first ATS course in Eastern Ontario. See registration for the upcoming course at Algonquin College. We are in the early stages of planning for our national Tire Dealers Association of

Jenna and Chris Gilbert for Canada conference and trade show for 2018. We will hold this event in Toronto. Keep your eye out for more on this on our website or the next issue of Trends.

> It seems that we always have plenty on our plate, but we hope that we are pointing resources in the right direction. We are always looking for your input.

TRENDS

Tire Industry News

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INDEX

3 President's Message 4 Member's Page 6 **Directors Page** 9 **Treadlines Treadlines** 10 13 Fundraiser/Charity Success 14 Fundraiser/Charity Success 19 Treadlines 20 Apps to Help You Work Smarter 21 ATS Registration Form

OTDA Winter Conference

WHMIS 2015

WHMIS 2015

WHMIS 2015

Tire Sales, Repair & Maintenance in Canada

Cover - Coming Events

ADVERTISERS

- 2 Liberty Tire Recyling Canada
- 5 Odessa Canada Inc.
- 7 Counteract Balancing Beads
- 8 Import Export Probec
- 11 Prema Canada
- 12 Emterra
- 15 Carlisle Canada
- 16 Westlake Tires
- 17 Westlake Tires
- 18 Que-Mont Equipment Inc.
- 22 Tech International
- 25 Bridgestone Canada
- 26 Martins Industries
- 29 Toyo Tire
- 31 Federated Insurance
- 32 Hofmann



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Toronto Company Fined \$30,000 For Non-compliance

Toronto - City View Bus Sales and Service Ltd. and company director, Lorenzo D'urso pleaded guilty to a total of seven offences and were fined \$30,000 for failing to submit Steward's Reports and Steward Fees, and for not ensuring the company was in compliance, contrary to the Waste Diversion Act (WDA).

The company imports different types of buses from the United States and Europe and operates in Toronto. Mr. D'Urso is the Director of the company. The company submitted their steward registration form as an importer of new tires into Ontario. Under the rules for stewards, the company is required to submit a report on or before the last day of the calendar month. No report was submitted by the company for the months for numerous months.

The company is also required to submit a fee on or before the last day of the calendar month. Monthly reports submitted by the company identified a fee that was required to be remitted to Ontario Tire Stewardship in the amount of \$5,002.24.

Subsequently, the matter was referred to the Ministry's Investigation and Enforcement Branch. Following an investigation, the defendants were convicted.

The company was convicted of six offences, was fined \$25,000 plus a victim fine surcharge of \$6,250 and was given two years to pay the fine. Mr. D'urso was convicted of one offence, was fined \$5,000 plus a victim fine surcharge of \$1,250 and was given two years to pay.

RMA Forecasts Increase in 2016 US Tire Shipments

by Tire Review Staff - March 10, 2016 The Rubber Manufacturers Association is predicting total U.S. tire shipments will surpass 315 million units in 2016. Steady economic improvement, low fuel prices and increases in miles traveled should create favorable conditions for growth in 2016, RMA said.

According to the forecast, original equipment passenger and light truck shipments are expected to see the largest percentage increase, raising 2.7% and 1.8% respectively. OE passenger tire shipments are estimated to reach 51.1 million and OE light truck shipments may reach 4.5 million, the RMA reported.

Replacement passenger tire shipments are expected to hit a record number with 206.8 million shipments anticipated in 2016.

Replacement light truck will see a slight increase of 0.3% to 29.2 million shipments, the RMA said. Additionally, replacement commercial truck tire shipments are expected to increase by 1.1% to 18.1 million.

OE commercial truck tire shipments are expected to decrease by 2.9%

Wingert, Michael:



Passed away peacefully on Sunday, May 22. 2016 at the age of 74. Beloved husband of the late Diane (n e e Schnurr). Loving father

of Kimberley Wingert, Catherine Adams (Jim), Michael Wingert (Monica), David Wingert (France) and Beth Van Cromvoirt (Lee) Cherished grandpa of 11 grandchildren. Dear brother of Marianne Hoegler. Beloved son of the late Barbara and John Wingert Mike was the long time owner of

Dettmer Tire, Kitchener. He enjoyed spending time at the cottage surrounded by family and friends.

Dealer Tire Sells Canadian Subsidiary

by Tire Review Staff - July 12, 2016 Groupe Touchette Inc. has entered into an agreement to purchase Dealer Tire Canada. As part of the deal Groupe Tochette will use the Dealer Tire model, offering dedicated merchandising, marketing, and tire wholesale services for the Canadian car dealer channel.

Additonally, Dealer Tire and Groupe Touchette have entered into a long-term Technology and Service agreement in which the companies will partner to support current Dealer Tire Canada OEM programs.

"We are very excited about our collaborative agreement with Groupe Touchette," said Scott Mueller, CEO of Dealer Tire LLC. "We were thoughtful in choosing a partner that we believed would continue to provide superior service to our OEM and dealer customers while also having a similar culture where our employees would continue to thrive."

The transaction is expected to close Aug. 31, 2016. Terms of the acquisition have not been disclosed.

Retreading Pioneer 'Gus' Hawkinson Dies

by Tire Review Staff - July 12, 2016 Thirty-year tire and retreading industry veteran Raymond Paul Hawkinson Jr., known as "Gus" to those in the industry, died on July 10. He was 71.

Hawkinson had been ill for some time and suffered a severe stroke 10 days prior to his passing.

Hawkinson was born on April 6, 1945, in Ogden, Utah, and raised in Minneapolis, Minn., where he grew up in the tire industry. After high school he attended Mankato State University.

Treadlines

cont'd from page 9

Hawkinson worked as president and CEO of the Paul E. Hawkinson Co., his family's business that manufactured tire retreading equipment systems.

"Family was so important to Gus, and he was proud of his Swedish Heritage... He was a cheerful, friendly and hospitable man; he enjoyed traveling around the world, especially to London, and loved a good dinner out with friends," Hawkinson's brother Dr. John Hawkinson said.

Hawkinson became a pioneer in the tire retreading industry and was primarily responsible for developing the nondestructive testing industry standards, with his initial patent issued in 1981. Hawkinson was a long-time board of the Tire member Industry Association's (TIA) and its predecesthe America Retreaders sors, Association (ARA) and the International Tire and Rubber Association (ITRA). He was inducted into the TIA Hall of Fame in 2010 for his contributions to retreading and the industry.

"I've known Gus for more than 30 years and you'll never meet anyone more passionate about supporting the independent retreader," said Roy Littlefield, TIA executive vice president. "Whenever we had a retread issue on Capitol Hill, he was the first one to lead the charge in defense of retreading. His service to the retread industry as an ARA and ITRA board member was invaluable to the membership and as an innovator, his non-destructive testing methods are still being used to this day. Ray's 2010 induction into the Hall of Fame was well deserved and he will be remembered as a retread industry great and active board member."

After his retirement Hawkinson lived in Las Vegas and served as a consultant to the tire industry.

Network Expands Its Reach in Canada

The Automotive Distribution Network continues to expand throughout North America with the recent signing of

Toronto, Ontario-based Avenue Motor Works Inc. into membership under the Auto Pride brand.

"Avenue Motor Works is a first-rate, family-owned operation and a welcome addition to the Network as an Auto Pride member," says Cora Roark, director of Auto Pride. "This latest signing extends the Auto Pride footprint through upper Toronto and the surrounding areas."

Founded with a single location in Toronto in 1993 by John Bosschaert, Avenue Motor Works has expanded to more than 40,000 square feet of warehouse space with six distribution and retail locations in Barrie, Bradford, Newmarket, Orangeville, Stouffville, and Woodbridge, Ontario.

"Together with Auto Pride, Avenue Motor Products will be adding several high-quality, prominent lines from the United States in the near future as we continue to expand and strive to provide superior service," says Deanna Bosschaert-Gruhl, chief financial officer and manager of promotions/special events. "Auto Pride and the Network have an excellent reputation as a buying group, and we're looking forward to years of success together."

PLOMBCO PARTNERS WITH THE



NHRA

The Gray Motorsports team (Photo: Plombco)

Plombco has become the "Official Wheel Balancing Weight "of Gray Motorsports, and sponsor of pro stock competitor, Shane Gray.

Wheel balancing weights manufacturer, Plombco, is proud to announce their sponsorship of Gray Motorsports and NHRA Pro Stock driver Shane Gray.

"It's great to welcome Plombco to the Gray Motorsports team," said Shane Gray. "As we continue to find more performance, keeping our race tires balanced is vital to the performance and the Plombco adhesive wheel weights definitely do the trick."

Green Arc Gives up on St. Marys

Green Arc, which had announced plans for a recycling plant employing more than 300, says it has given up on the Perth County town

The Green Arc saga has finally come to an end in St. Marys.

Nearly three years after announcing it wanted to open a tire recycling plant in the former Dana plant and hire more than 300, chief operating officer Mike DiCenzo said they have pulled out.

Its end comes amid controversy as DiCenzo accused the municipality of "roadblocks" while the town mayor said his government never received applications for permits.

"We have never had any plans submitted, I have no idea what he is talking about," St. Marys Mayor Al Strathdee said Monday of DiCenzo.

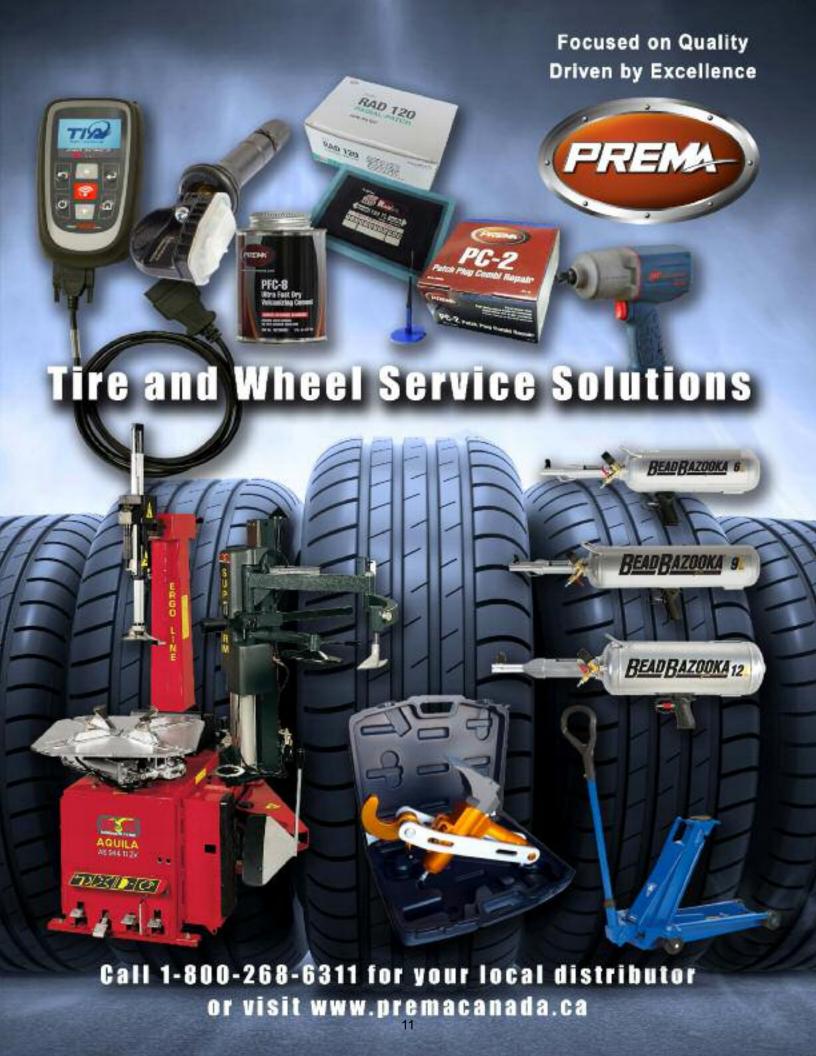
"There are all sorts of red flags there." DiCenzo cited delays with the municipality over 16 months and said he decided to move on. He hopes to locate now in Strathroy, he said.

"I was not aware at the time of all the delays there would be around this issue," he said. "I wanted to create those jobs I promised. Now I don't want to be there, I don't want to fight" the local government.

But Strathdee dismissed notions of any fight or delays, saying there was never any business plan put forward to block. "I wish I had the kind of power he is suggesting I have," said Strathdee.

"We don't have the power to stop him. He has never submitted anything to us. Never a permit, not one."

Green Arc would have needed a buildcont'd on page 19





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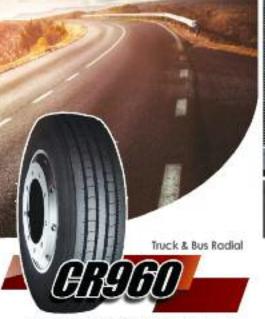
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- 03. Decoupling tread design suitable for long distance traveling.



WestLake CM980 - All Steel Truck & **Bus Radials**

- Wide and deep tread enhances cost per mileage on highways applications.
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- 02. Less noise and better ride comfort is profited from optimized distribution of multi-pitch supplemented with slanted stripes.
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67 Passenger Coach with cargo, Toronto to Montreal, 542.4 km, 6 hours and 14 minutes.





CR976A

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CR960



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Treadlines

cont'd from page 10

ing permit and another for a new fire suppression system, but neither were applied for.

DiCenzo isn't new to controversy. His failed business ventures in Brantford and Nova Scotia, and millions of dollars in taxpayer support paid him, were the subject of a CBC 5th Estate investigation that can be found on YouTube.

The Ontario Environment Ministry approved his application to start production in July 2015 in St. Marys, and Strathdee said they heard nothing from the business after that.

The former Dana auto parts plant is now home to former Stratford business Guardian Bridge Rapid Construction Inc., which makes pre-fabrication homes and bridges.

"It's a terrific, family-run business," said Strathdee of the new venture which is still moving from the former Stratford home it outgrew.

"One of the reasons they came here was for the rail spur into that plant. The reality is St. Marys is a good place to do business."

Bridge had 25,000 square feet in Stratford and it now has 135,000 square feet in St. Marys.

The company will ship ready-to-assemble houses to Saskatchewan, all by rail. The homes will be shipped to indigenous communities to address a housing crisis.

Guardian also makes prefabricated bridges and other building products.

DiCenzo announced in November 2013 he wanted to open a \$37-million tire recycling facility in the plant, employing 340. The plant would have stripped old treads off worn tires and retread them for sale at discount rates.

2016 Symposium: Driving Towards the Circular Economy

The 'circular economy' is no longer just a buzz word of environmentalists or

futurists –it is now an industrial imperative; and no material is better suited to lead this charge than rubber. That will not be a surprise to many within the industry who know the science and wondrous polymeric properties of this extraordinary material, and yet if we are honest with ourselves, have we really utilized post-consumer rubber, more specifically tire rubber to its best use? More importantly, and for the purposes of this Symposium, we will explore both the obstacles to full resource recovery and the innovations that give us hope for the circular economy.

Our 2016 Rubber Recycling Symposium will be held from October 5th through 7th at the Crowne Plaza Hotel in Niagara Falls, Canada.

For more information, visit rubberassociation.ca

Global Tire Expo



SAVE THE DATE! Global Tire Expo Tuesday - Friday, November 1-4, 2016 at SEMA

OTR Conference Registration is Open

Bowie, Md. – The Tire Industry Association (TIA) is pleased to announce that registration is now open for the 2017 Off-the-Road (OTR) Tire Conference which will be held February 15-18 at Turtle Bay Resort in Oahu, Hawaii. The conference is the premier event for the off-the-road segment of the tire industry.

The OTR Conference will offer educational sessions, networking functions featuring sponsored tabletop displays, and a number of leisure program options including golf at Turtle Bay Palmer Course, an ATV adventure, a visit to Ka'a'awa Valley known as

Hollywood's "Hawaii Backlot", a catamaran tour of Kaneohe Bay or a visit to the Polynesian Cultural Center.

Delegate registration fee includes all scheduled events and meal functions, excluding leisure activities and is \$425 for TIA members and \$725 for non-members. Delegates must complete conference registration with payment in order to receive the hotel reservation link to secure lodging at Turtle Bay Resort. Registration forms are available atwww.tireindustry.org.

TIA Adopts New Mission Statement

Bowie, Md. – At the recently held midyear Board Meeting, the Tire Industry Association (TIA) Board of Directors voted to adopt a new mission statement that more accurately represents the focus of the Association's efforts. Over the past few years, TIA has placed a lot of emphasis on training and education programs as well as the longstanding government affairs component that serves as the voice of the membership. By adopting the new mission statement, the Board believes that TIA will have an even more clear direction moving forward:

The mission of TIA is to promote tire safety through training and education, to act as the principal advocate in government affairs, and to enhance the image and professionalism of the industry so that our member businesses may be more successful.

"We have achieved phenomenal growth over the past few years due to the success of our members, so the updated mission statement definitely reflects our identity as an organization," remarked Roy Littlefield, TIA Executive Vice President. "Training and government affairs have always been our strengths and our most valued member services, but we recognize that the challenges facing our members require additional support to help the public understand the roles that the industry plays in society and the workforce."



7 Apps to Help You Work Smarter

by Mouro DI Tullio, SENIOR ACCOUNT REPRESENTATIVE, ASSOCIATIONS | www.federafed.co



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Between meetings, conference calls and dealing with the unexpected, staying on top of your weekly work load can be a difficult task at times. This is especially true today as our computers, smartphones and tablets demand more of our attention and easily distract us from the task at hand. Making your smartphone or tablet a tool for you to work better and smarter can be your key to success in 2016.

There's an incredible amount of apps available for every platform and it can be overwhelming to search an online store to find the right type of app that you are looking for. Below we have autined a number of different apps that can help you be better organized, more productive, work faster and work happier:

Wunderlist

Wunderlist is a great way to keep track of your work because it easily allows you to set up and organize daily and weekly todo lists. Whether you are using it to keep track of all of your work, or to assign work to other members in a team, it is really helpful and easy-to-use. Wunderlist can be accessed through PC and mobile.

2. Office for Mobile

There are lots of different apps that offer similar packages to Microsoft Office: spreadsheets. word processing, presentations and e-mail, Since Office is a necessity for most office workers, using the mobile version to complement your desktop version makes the most sense. Having the ability to edit and create file on-the-go is a huge benefit.

3. Evernote

Evernote is one of the most popular apps around when it comes to easily taking

notes, photos or audio files. It allows you to upload them to a cross-platform service that can be accessed from nearly anywhere.

4. Last pass

One of the most trustrating aspects of having every service at your fingerlip is the need to create and remember dozens of different passwords. Last pass solves this by saving your passwords, auto-filling baxes and generating passwords.

5. Dropbox

Dropbox is the original app-based cloud storage company and their app is extremely popular with business and personal users. Dropbox isn't all about storage; it's also one the easiest ways to send large files that won't fit into an e-mail attachment.

6. Pocket

Pocket lets you save articles, pictures and videos so they can be viewed off-line at a later time. Staying current on industry trends and news can be difficult, as we don't always have time to read something valuable when we see it. Putting all that information in your packet app ensures you can stay informed on your own time.

7. Bloom

Creating a work/life balance is important and Bloom is the type of app that caters to that need. Bloom allows you to keep track of what motivates or inspires you, set reminders to help you take small steps, and share them with friends. The above list is just some suggestions from us to help you stay productive. If some of the apps dian't feet right for you, it's worthwhile to explore a different app that performs similar tasks. Depending on your needs and your budget, there is truly an app for everyone.



OTDA / TIA AUTOMOTIVE TIRE SERVICE (ATS) CERTIFICATION

Two Day ATS Technicians Course

OTDA offers TIA certification course Automotive Tire Service (ATS)
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The cost is \$395.00 per student.

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ATS Course Outline

Instructor Certification – Certified Automotive Tire Service (ATS) provides indepth and comprehensive instruction on the recommended procedures for servicing modern automobiles and light trucks. Certified ATS is designed for the professional passenger and light truck tire technician so the subjects range from the relationship between torque and clamping force to the TPMS relearn procedures on domestic and import vehicles. Certified ATS also includes an exclusive module on Tire Conditions Analysis that uses images from TIA's Passenger and Light Truck Tire Conditions Manual to educate technicians on the most likely reasons for common irregular treadwear patterns.

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COMMENT: So... where's The Business?

Take a look at who's doing tire sales, repair, and maintenance in Canada.



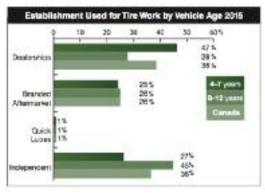
Tire Replacement

Destrottps	West	Central 30%	East 50%	Canada 38 %
Branded Manmarket	325	26%	51.0	20 1
Dutes Lunes	16	2%	1%	1.6
Independent Repeir Shope	21%	31%	47%	363

Tire sales is a service category that has become increasingly complex, with the growing pro-

portion of vehicles in operation being equipped with tire pressure monitoring systems, larger wheel sizes, and the growing recognition in some regions of the need for winter tires.

As the second most frequently sought-after service, this competitive market sees dealerships leading with a 38% share – although



that's down eight points from last year. Branded aftermarket shops have gained three points, climbing to 26% in 2015. Independent repair shops are closing in on the dealerships with an increase of six points to 36% in 2015.

Clearly, there is a lot of tough competition for market share in this category.

With an overall share of 47% in 2015, dealership market

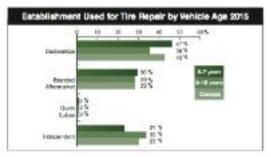
				-
Ocalercips	West	Central 41 %	397	Carada 41.5
Sranded Alternarion	37%	24%	315	29%
Quidi Lubes	374	3.4	1%	21
Independent Repeir Stops	15%	325	30%	27%

share for tire replacement in the four- to seven-yearold vehicle c a t e g o r y decreased a whopping

seven points from 54% in 2014. In the eight- to 12-year-old vehicle category, dealerships remained steady at 28. Branded aftermarket shops saw a decrease in the eight- to 12-year-old vehicle category (going to 26% in 2015 from 29% in 2014), but saw an increase in the four- to seven-year-old vehicle category, going to 25% in 2015 from 21%

in 2014.

Quick lube shops hold steady at 1%.



Tire Repair

Dealerships have the lion's share of the tire repair market with 41%, followed by the branded aftermarket with 29%. Independent repair shops have 27% market share and quick lube shops have about 2% market share.

In the fourto-sevenyear-old vehicle category, dealerships have 47% of the market.

	West	Central	East	Canada
Desteracipa	57%	80%	41%	49%
Brancied Mormarkat	21%	19%	19%	19%
QUICK LUDGE	3%	3%	1%	2%
Independent Haper Shope	20%	26%	39%	29%

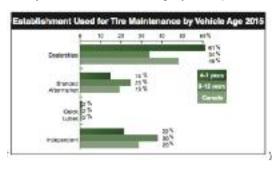
and the branded aftermarket has 30% of the market. Independent repair shops hold just 21% market share, and quick lube shops hold 2% of this category. In the eight-to-12-year-old vehicle category, the gap is much smaller between independent repair shops and dealerships: Independent shops hold 33% market share and dealerships hold 36%.

Tire Maintenance

Dealerships come out on top in this categor y with 49% of the market. Independent repair shops come in second with 29%, and the branded aftermarket has 19% market share. Quick lube shops hold only 2% of this market.

In the eight- to 12-year-old vehicle category, independent

repair shops come out on top with 38% of the market, and branded out on top with 38% of the market, and branded aftermarket



has 25% of this category. Quick lube shops have just 2%.

Data and analysis supplied by J.D. Power & Associates.



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WHMIS 2015 - Education and Training

Important Information

Canada has aligned the Workplace Hazardous Materials Information System (WHMIS) with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).

This document discusses the WHMIS requirements after the alignment of WHMIS with the GHS. Information in this document is based on the federal legislation - the amended <u>Hazardous Products Act</u> and the new <u>Hazardous Products</u> Regulations (HPR).

Health Canada is the government body responsible for making the required changes to the overall federal WHMIS-related laws. Note that WHMIS-related occupational health and safety regulations for the provinces, territories and federally regulated workplaces will also require updating.

While much is known with the federal legislation updates, legislative updates for each provincial or territorial jurisdiction may affect some of the information in this document.

The WHMIS 2015 legislation is currently in force. "In force" means that suppliers may begin to use and follow the new requirements for labels and safety data sheets (SDSs) for hazardous products sold, distributed, or imported into Canada. However, there is a transition period with various stages. At the outset of the transition period, the supplier must fully comply with either the repealed Controlled Products Regulations (WHMIS 1988) or the HPR (WHMIS 2015) for a specific controlled or hazardous product. The classification, label and (material) SDS must comply fully with the specific regulation chosen by the supplier, and not be a combination of the two.

Is there a difference between education and training for WHMIS 2015?

Yes. Education and training can be thought of as two separate parts.

- Education refers to general or portable information such as how WHMIS works and the hazards of the products.
 For example, you will learn about the hazard classes (e.g., why a product is called a corrosive, and what information you can find on labels and SDSs).
- Training refers to the site- and job-specific information to employees that will cover your workplace's procedures for storage, handling, use, disposal, emergencies, spills, and what to do in unusual situations.

Who should receive this education and training?

In Canada, if a workplace uses hazardous products, there must be a WHMIS program in place. Workers must be educated and trained so they understand the hazards, and know how to work safely with hazardous products.

All workers who work with a hazardous product, or who may be exposed to a hazardous product as part of their work activities must learn about the hazard information for these products. The hazard information should include the information received from the supplier, as well as any other information that the employer is aware of about the use, storage and handling of each product.

As an example, this education and training will include all workers who:

- May be exposed to a hazardous product due to their work activities (including normal use, maintenance activities, or emergencies).
- Use, store, handle or dispose of a hazardous product.
- Supervise or manage workers who may be exposed, or use, store, handle or dispose of a hazardous product.
- Are involved in emergency response.

What topics should be covered?

Examples of topics that should be covered during education and training include:

- The information on both the supplier label and workplace label, and what that information means.
- The information on the Safety Data Sheet (SDS) and what that information means.
- · The procedures required for safe use, handling and disposal of a hazardous product.
- Any other procedures required when the product is in a pipe, piping system, vessel, tank car, etc.
- The procedure to follow if the hazardous product may be present in the air and a worker may be exposed.
- All procedures that must be followed in an emergency that involves the hazardous product.

When should I begin education and training programs for WHMIS 2015?

The Hazardous Products Regulations were published in Canada Gazette, Part II on February 11, 2015. Both the amended Hazardous Products Act and new regulations are currently in force. "In force" means that suppliers may begin to use and follow the new requirements for labels and SDSs for hazardous products sold, distributed, or imported into Canada.

As such, you may begin to see hazardous products that follow WHMIS 2015 requirements. During the transition period, you may receive hazardous products that follow either WHMIS 1988 or WHMIS 2015 requirements. To ensure worker protection, employers must educate and train workers about WHMIS 2015 as new labels and SDSs appear in their workplaces. During the transition period, employers may continue to have WHMIS 1988 labels and MSDSs in the workplace – if so, they must also continue to educate workers about WHMIS 1988. Employers must review and comply with the WHMIS requirements of their occupational health and safety jurisdiction.

Note that education and training requirements fall under the WHMIS-related occupational health and safety regulations for the provinces, territories and federally regulated workplaces. These laws are currently being updated. Consult your local jurisdiction for information on specific requirements and transition timelines.

Will there be a need to provide education and training in both old WHMIS 1988 and WHMIS 2015?

Yes. Keep in mind that education and training on the 'old' WHMIS 1988 system will be necessary for as long as workplace products have 'old' WHMIS style labels and MSDSs – for example, until the product is re-labelled or existing stock is used up. This situation will exist until the transition to WHMIS 2015 is complete.

What are the employer duties?

All Canadian jurisdictions currently require that employers develop, implement, and maintain a worker WHMIS education and training program. This education and training is required for hazardous products workers work with, or for products that workers may be exposed to at work. These requirements do not change with WHMIS 2015.

The employer has the general responsibility to provide all of the hazard information possible either from the supplier, or based on information the employer is, or ought, to be aware of.

Employers are also expected to consult with the health and safety committee (or representative) when developing, implementing or reviewing the education and training programs.



In addition, the employer must review their overall WHMIS education and training program, at least annually or more often if there is a change in work conditions, hazard information or similar. This review should be done in consultation with the health and safety committee or representative.

Refresher education and training is generally required:

- As needed to protect the worker's health and safety.
- If conditions of the workplace have changed.
- If new products are introduced.
- If the products have changed and now have different hazards.
- When new hazard information becomes available.
- · If there is new information about safe use, handing, storage or disposal.

It is possible that some provinces or territories may add a requirement which includes that employers must periodically evaluate workers knowledge using written tests, practical demonstrations or other means. Confirm these details with your local jurisdiction.

What are the worker duties?

Workers must participate in the education and training sessions, and follow the safe work procedures established by their employer.

Briefly, what does successful education and training look like?

Workers should be able to answer these questions for every hazardous product they work with:

- What are the hazards of the product?
- How do I protect myself from those hazards?
- What do I do in case of an emergency?
- Where can I get further information?

Who should provide the education and training?

The legislation places the obligation for education and training with the employer, and it outlines the minimum requirements for education and training. This education and training may be provided by the employer, or by a qualified person or agency that the employer has chosen. Regardless of who delivers the education and training, employers remain legally responsible to ensure the protection of workers.

I received a call from a training agency stating that, for a fee, they will provide WHMIS training as required by law and have also stated that we are not currently in compliance with WHMIS. Are we obligated to follow their program?

Some jurisdictions have reported that employers have been contacted by external companies that use high-pressure sales tactics. Notices from these jurisdictions remind employers that they have a choice when deciding on an external training provider. The goal is to provide education and training that suits both the general education and work-site specific training information you need for hazardous products and the procedures used at your workplace.



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